



2003 Army Acquisition Workforce Conference

February 11-12, 2003 Atlantic City, New Jersey





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ACMP3 Career Management Update

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Acquisition Career Management Plans, Policy, and Program Development ACMP3



Acquisition Support Center Mission

People, Processes, Programs, and Products

- **Plan, Develop, Execute, and Maintain Acquisition Career Management Programs and Policy.**
- Provide Budget, Manpower, Personnel, and Force Structure Support to PEOs, Acquisition Commands & ACA
- Provide our Soldiers with the Right Products at the Right Time, at the Right Place, at the Right Price.

Look at the Missions and Functions of the former Acquisition Career Management Office (ACMO).



Army Acquisition Corps Mission

“Develop, improve, and integrate the systems and services that enable our Army to meet its non-negotiable contract to fight and win our Nation’s wars.”

- **Develop Career Programs and Opportunities**
- **Provide Career Management Support**
- **Provide Resources, Personnel and
Force Structure for AAC to execute missions**
- **Manage Acquisition positions**
- **Transformation: Strategic planning and
execution**

AAC Vision – The premier integrator and developer of a strategically responsive force armed with the capabilities to dominate across the full spectrum of operations.



Acquisition Career Management Processes...

Career Management

- Primary source of information on the interpretation and implementation of DAWIA
- Increase awareness and participation in acquisition career management initiatives.
- Interface with the A&TWF, ACMAs, PEOs, PMs, Commanders.
- Provide Acquisition Career management information/guidance.
- Implement and streamline the acquisition career management process.
- Improve career management support to the workforce.
- Oversee the rotational review process for CAPs
- Develop and coordinate rotational/developmental opportunities.

Career Development

- Develop, implement and execute A&TWF policy and procedures.
- Review for appropriateness, timeliness and cost effectiveness of all acquisition training, education and experience requirements.
- Conduct periodic sessions with the A&TWF and managers to ensure awareness and Compliance with policy/Procedures.
- Identify and rectify potential problems areas in accession, training, development and retention.
- Remain an integral part of the PEO/Commander staff.

Career Programs Management

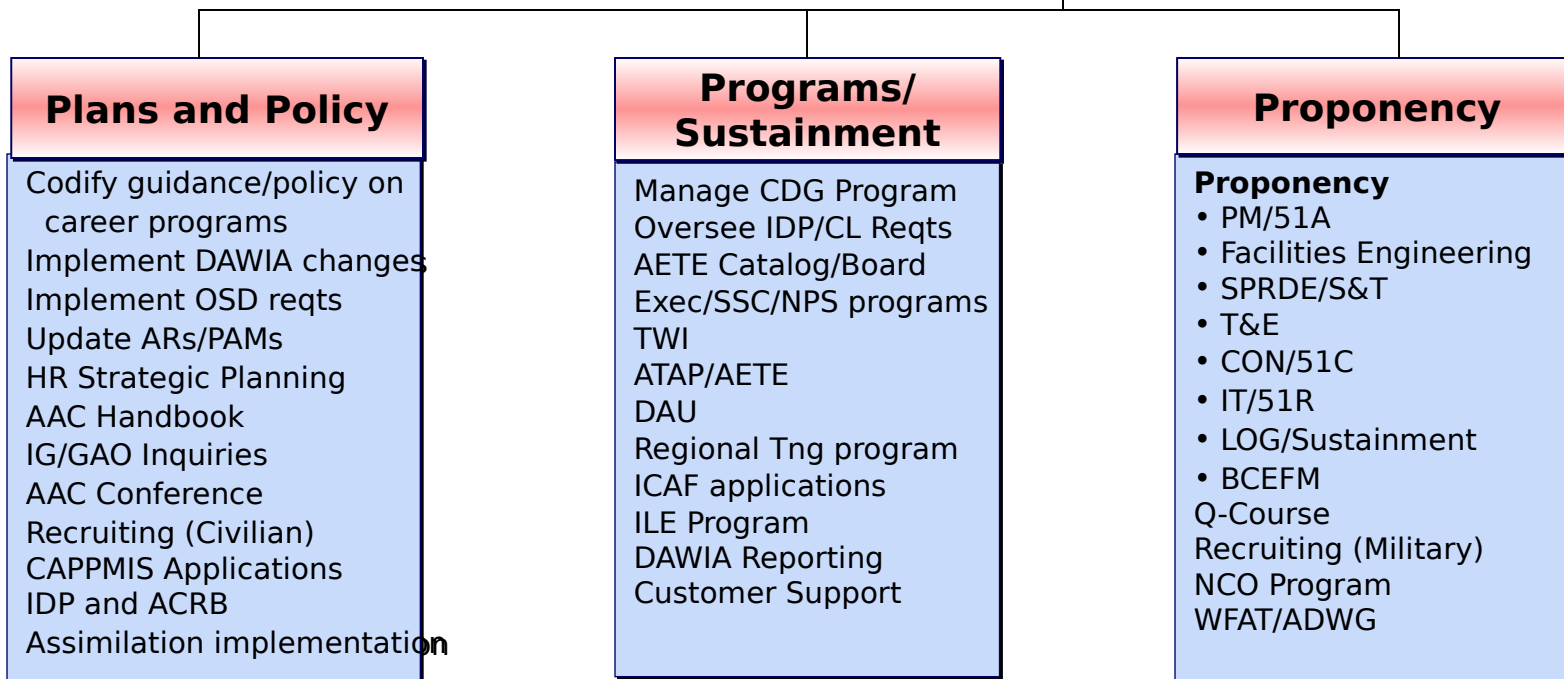
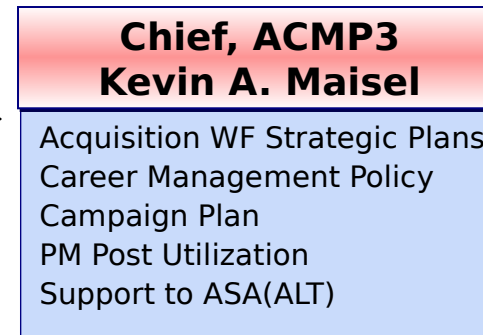
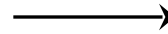
- Serve as A&TWF proponent
- Develop awareness of the external influences on the acquisition mission
- Obtain and maintain relevance to the Warfighter, Functional Chiefs, and other Stakeholders
- Develop career paths
- Foster a culture that recognizes, rewards and develops leadership at all levels
- Develop programs to infuse Skills throughout the A&TWF and Army
- Infuse existing programs with Acquisition Leadership Skills
- Select the Best Qualified
- Establish an A&TWF that initiates and implements innovative, continuous improvement to the acquisition process



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Acquisition Support Center





Acquisition Career Management Support

- Customer Service and Support
- Management Oversight of Army's DAU Training
- Management of Civilian/EM Workforce Assimilations
- Senior Executive Service (SES) Actions Review Activities
- Army Acquisition Workforce Policy and Procedures
- SMEs for Acquisition Career Fields
- Educational, Training and Experiential Opportunity

Development

- MEL 1 - MEL 4 Educational Experiences
- Continuous Learning/Education
- The Army Acquisition Campaign Plan
- Post PM Utilization Program Development
- H-R Strategic Planning Activities.
- State of the Acquisition Corps
- ~~Educating The Army On The Role of AAC Officers~~

Develop career policies and programs and provide career management support to the

workforce that ensure the warfighter is better equipped and receives quality service. The support

provides a clear career guide that enables and enriches the workforce both professionally and

personally, contributing to improved retention of acquisition expertise in the



Support to the Acquisition Workforce

- Acquisition Career Record Brief
- Individual Development Plan
- Acquisition Career Experience (ACE) Program
- Army Tuition Assistance Program (ATAP)
- Acquisition, Education, Training and Experience Program
- Competitive Development Group
- Army Acquisition Corps Membership/ Corps Eligibility Program
- Certification Compliance
- Career Development/Management Guidance

Acquisition workforce policy and procedures. Provides acquisition career development and management, ensuring the Army Acquisition & Technology Workforce (A&TWF) receives consistent and timely information on acquisition programs, education, training, and competitive opportunities. Ensures consistency between DAWIA and Army Objective policies and programs as they pertain to the management of the military and civilian population requirements for the Acquisition Workforce. Increase the awareness and participation of the senior leadership in acquisition career management initiatives. Total support to our ultimate customer - the warfighter by enhancing the quality of the acquisition workforce, i.e., attracting qualified new personnel and improving the training and motivation of current personnel.



ACMP3 Initiatives

- HR Strategic Planning
 - Systems Engineering
 - Logistics
- A&TWF Campaign Plan
- Army Acquisition Qualification Course
- Intermediate Learning and Experience (ILE) for officers
- Uniformed Army Scientist
- PM Post Utilization
- BIB Acq Offering to Warfighter



Army Acquisition And Technology Workforce (A&TWF) Campaign Plan

Our Workforce faces many challenges...

- Changing the misperception that the A&TWF is not integrated with the Warfighter

- Managing A&TWF growth due to assimilation

- Managing the Army Realignment

- Developing programs and strategies to attract and retain a skilled workforce, addressing retirement wave and lack of recruitment

- Managing civilians with no centralized management

- Securing funding for training and education - Larger Workforce, Less

Dollars

AAC Mission

Support Soldiers by continually improving our Army's combat capability and by developing the critical systems and services that enable Transformation and Homeland Defense

AAC Vision

The premier developer of a strategically responsive force armed with the combat capabilities to dominate across the full spectrum of operations

...and the Army has established Strategic Objectives to meet these challenges...

- Integration of the A&TWF with the Warfighter
- A clearly defined environment which encourages and offers career opportunities and leader development at all levels
- A technically competent A&TWF responsive to the current and future needs of the Army's Transformation

The A&TWF Campaign Plan is a means to achieve our Strategic Objectives...



Campaign Plan - Enablers for Success

Warfighter Integration

- Marketing Campaign
- Acquisition Assignments for Operational Army
- Acquisition Civilian/Officer "Greening"
- Re-evaluate AAC Patch
- DACM Acquisition Awareness Briefing
- OCF Commanders to PEO/AAC Conferences
- AAC Student Outbrief @ CGSC

Transformation Alignment

- Consider an Acquisition Pre-Command Course @ DAU
- Objective Force Assignments under CDG, RDAP, & PM Track
- Recruitment & Retention
- Education Programs - PhD Pilot Program, Senior Service College Fellowship (SSCF) @ UT Austin, SSCF - Distance Learning (DL)
- Single Acquisition Compensation-Based Personnel System
- Quarterly Reviews of Required PM Training

Environment for Career Opportunities

- Establish AAC Civilian PM Track Task Force
 - PM Track
 - PM Post-Utilization
 - Improve low PM civilian selection rate
- Development of ILE and Q-Course
- Conduct Enlisted assimilation
- Re-evaluate career patterns for ACOs
- Civilian multi-functionality
- Continued support of the CDG Program
- Secure ATAP Funding



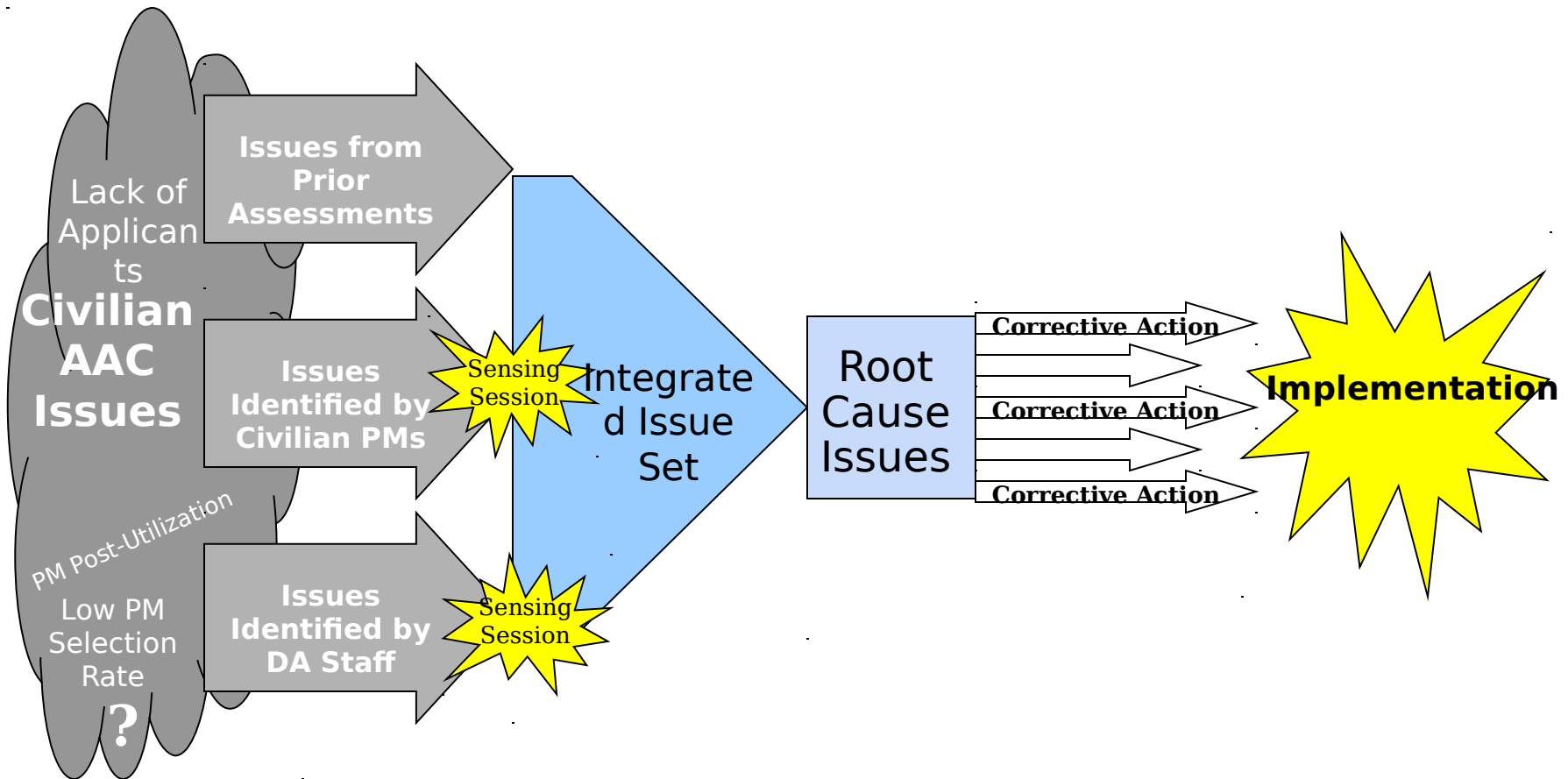
Civilian PM Post Utilization Taskforce Objectives

- The Army Acquisition Corps (AAC) has recognized that civilian applicants have not fared well on recent Product/Project Manager (PM) selection boards
- There is no institutional process to provide PMs, Senior Service College (SSC) graduates, and Long Term Training (LTT) program participants with "appropriate equal or greater responsibility" post assignment positions
- The AAE, Mr. Bolton, asked the ASC to establish an AAC Civilian PM and Post-utilization Taskforce
- The taskforce developed in-depth solutions that address root cause issues and captured concerns and career management problems experienced and/or recognized by civilian PMs. By doing this, the taskforce has promoted solutions to bring closure to the full spectrum of issues inhibiting achievement of the AAC goals to create a balanced and professional workforce.



AAC Civilian PM and Post Utilization

Taskforce Roadmap to the Future





Challenges

- Transforming the Acquisition Workforce
- Growth of the A&TWF and the integration of 20K (+) new people into the Acquisition career management system
- Human Resource Strategic Planning; solving the exodus of retiring Army employees
- Funding for DAU courses and AAC training and education opportunities
- Civilian PMs and Post-Utilization



ACMP3 Team

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